



Credential Program Completer Survey Questions Employer

The Commission is seeking feedback from employers who have hired at least 2 completers from the same institution over the past 3-5 years. The intention is that the individual who has seen the new teachers teach is the person who completes this survey. If you have not seen the individuals teach, please forward the link to this survey to someone who has seen the individuals teach.

The purpose of this survey is not to gather information on the knowledge and skills of the individual completers, but to gather information about the strengths and weaknesses of the preparation program. This information, along with information from program completers, current candidates, master teachers and others, will be used as part of the institution's accreditation process.

Please complete this survey for 1 institution from which you have hired at least 2 preliminary credentialed teachers within the past 3-5 years. If you have hired new teachers from more than 1 institution, you may complete a separate survey for each additional institution(s).

The purpose of this survey is not to gather information on the knowledge and skills of the individual candidates, but to gather information about the strengths and weaknesses of the preparation program. This information, along with information from program completers, current candidates, employers and others, will be used as part of the institution's accreditation process.

General Information

1. What is your current position?
 - ☐ Principal
 - ☐ Vice/Assistant Principal
 - ☐ Department Chair or Program Manager
 - ☐ Lead Teacher
 - ☐ Other (Specify)
2. What type of school do you currently work at?
 - ☐ Public (non-charter) school
 - ☐ Charter School
 - ☐ Private School
 - ☐ District Office
 - ☐ I work at multiple schools
 - ☐ Other (please specify)
3. How many new teachers have you hired in the past 5 years?
 - ☐ None
 - ☐ 1-2
 - ☐ 3-5
 - ☐ 6-10
 - ☐ 11-20
 - ☐ 21-50
 - ☐ 51 or more



4. Please identify the segment from which you have hired at least 2 new teachers in the past 5 school years.

- ☐ California State University (CSU)
- ☐ University of California (UC)
- ☐ Private college or university
- ☐ District intern program

5a. From which CSU Campus did you hire at least 2 new teachers over the past 3-5 years?

- | | | | |
|--|--|---|---|
| <input type="radio"/> California Polytechnic State University, San Luis Obispo | <input type="radio"/> California State University, Dominguez Hills | <input type="radio"/> California State University, Monterey Bay | <input type="radio"/> California State University, Stanislaus |
| <input type="radio"/> California State Polytechnic University, Pomona | <input type="radio"/> California State University, East Bay | <input type="radio"/> California State University, Northridge | <input type="radio"/> CalState TEACH |
| <input type="radio"/> California State University, Bakersfield | <input type="radio"/> California State University, Fresno | <input type="radio"/> California State University, Sacramento | <input type="radio"/> Humboldt State University |
| <input type="radio"/> California State University, Channel Islands | <input type="radio"/> California State University, Fullerton | <input type="radio"/> California State University, San Bernardino | <input type="radio"/> San Diego State University |
| <input type="radio"/> California State University, Chico | <input type="radio"/> California State University, Long Beach | <input type="radio"/> California State University, San Marcos | <input type="radio"/> San Francisco State University |
| | <input type="radio"/> California State University, Los Angeles | | <input type="radio"/> San Jose State University |
| | | | <input type="radio"/> Sonoma State University |

5b. From which UC campus did you hire at least 2 program completers?

- | | |
|---|---|
| <input type="radio"/> University of California, Berkeley | <input type="radio"/> University of California, Riverside |
| <input type="radio"/> University of California, Davis | <input type="radio"/> University of California, San Diego |
| <input type="radio"/> University of California, Irvine | <input type="radio"/> University of California, Santa Barbara |
| <input type="radio"/> University of California, Los Angeles | <input type="radio"/> University of California, Santa Cruz |

5c. From which private college or university have you hired at least 2 program completers?

- | | | | |
|--|--|--|--|
| <input type="radio"/> Academy of Art University | <input type="radio"/> Claremont Graduate University | <input type="radio"/> Loyola Marymount University | <input type="radio"/> San Diego Christian College |
| <input type="radio"/> Alliant International University | <input type="radio"/> Concordia University Irvine | <input type="radio"/> Mills College | <input type="radio"/> Santa Clara University |
| <input type="radio"/> Antioch University | <input type="radio"/> Dominican University of California | <input type="radio"/> Mount Saint Mary's University | <input type="radio"/> Simpson University |
| <input type="radio"/> Argosy University | <input type="radio"/> Drexel University | <input type="radio"/> National University | <input type="radio"/> St. Mary's College of California |
| <input type="radio"/> Azusa Pacific University | <input type="radio"/> Fresno Pacific University | <input type="radio"/> Notre Dame de Namur University | <input type="radio"/> Stanford University |
| <input type="radio"/> Bard College | <input type="radio"/> Hebrew Union College | <input type="radio"/> Pacific Oaks College | <input type="radio"/> Teachers College of San Joaquin |
| <input type="radio"/> Biola University | <input type="radio"/> Holy Names University | <input type="radio"/> Pacific Union College | <input type="radio"/> The Master's College |
| <input type="radio"/> Brandman University | <input type="radio"/> Hope International University | <input type="radio"/> Patten University | <input type="radio"/> Touro University |
| <input type="radio"/> California Baptist University | <input type="radio"/> Humphreys College | <input type="radio"/> Pepperdine University | <input type="radio"/> United States University |
| <input type="radio"/> California Lutheran University | <input type="radio"/> La Sierra University | <input type="radio"/> Point Loma Nazarene University | <input type="radio"/> University of La Verne |
| <input type="radio"/> Chapman University | | | <input type="radio"/> University of Phoenix |



- | | | |
|---|---|--|
| <input type="radio"/> University of Redlands | <input type="radio"/> University of Southern California | <input type="radio"/> Western Governors University |
| <input type="radio"/> University of San Diego | <input type="radio"/> University of the Pacific | <input type="radio"/> Westmont College |
| <input type="radio"/> University of San Francisco | <input type="radio"/> Vanguard University | <input type="radio"/> Whittier College |
| | | <input type="radio"/> William Jessup University |

5d. From which district intern program did you hire at least 2 program completers?

- | | |
|--|--|
| <input type="radio"/> Bay Area School of Enterprise (REACH Institute) | <input type="radio"/> Orange County |
| <input type="radio"/> High Tech High | <input type="radio"/> Sacramento County Office of Education |
| <input type="radio"/> Los Angeles County Office of Education | <input type="radio"/> San Joaquin County Office of Education |
| <input type="radio"/> Los Angeles Unified School District | <input type="radio"/> Santa Clara COE |
| <input type="radio"/> Mt. Diablo Unified School District/Fortune School of Education | <input type="radio"/> Stanislaus COE |
| | <input type="radio"/> Tulare County Office of Education |

Feedback on the Preliminary Preparation Program

6. When did you/your school last hire a completer from the identified institution?
- ☐ Within the last year
 - ☐ 1-2 years ago
 - ☐ 3-5 years ago
 - ☐ 6 or more years ago - please do not complete a survey for this institution if you have not hired a completer within the past 5 years from this institution
7. How many new teachers from the institution you identified have you hired in the past 5 years?
- ☐ 1
 - ☐ 2
 - ☐ 3 to 5
 - ☐ 6 to 10
 - ☐ 11 to 15
 - ☐ 16 to 20
 - ☐ more than 20

Engaging and Supporting all Students in Learning

Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?

8. Connect classroom learning to the real world
- ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
9. Engage students in inquiry, problem solving, and reflection to promote their critical thinking
- ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well



- ☐ Very well
- 10. Meet the instructional needs of English learners
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
- 11. Identify and address special learning needs with appropriate teaching strategies
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well

Creating and Maintaining Effective Environments for Student Learning

Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

- 12. Establish and maintain a safe and respectful learning environment for all students
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
- 13. Create a productive learning environment with high expectations for all students
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well

Understanding and Organizing Subject Matter for Student Learning

Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

- 14. Use effective instructional strategies to teach specific subject matter and skills
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
- 15. Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students
 - ☐ Not at all



- ☐ Poorly
- ☐ Adequately
- ☐ Well
- ☐ Very well

Planning Instruction and Designing Learning Experiences for All Students

Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

16. Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
17. Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well

Assessing Students for Learning

Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

18. Involve all students in self-assessment, goal setting, and monitoring progress
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well
19. Give productive feedback to students to guide their learning
 - ☐ Not at all
 - ☐ Poorly
 - ☐ Adequately
 - ☐ Well
 - ☐ Very well

Developing as a Professional Educator

Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?



20. Evaluate the effects of actions on student learning and modify plans accordingly

- ☐ Not at all
- ☐ Poorly
- ☐ Adequately
- ☐ Well
- ☐ Very well

21. Work with colleagues to improve instruction

- ☐ Not at all
- ☐ Poorly
- ☐ Adequately
- ☐ Well
- ☐ Very well

22. Overall, how well-prepared do you think this program's completers are as teachers?

- ☐ Not at all
- ☐ Poorly
- ☐ Adequately
- ☐ Well
- ☐ Very well
- ☐ Don't know